



26 February 2021

Junior rates in the Hospitality Industry (General) Award 2020

At the Fair Work Commission's 4 February conference on *Award Flexibility – Hospitality and Retail Sectors*, Justice Ross asked how many employees might be affected by the Australian Hotels Association's proposal to consolidate the Hospitality Junior Office classification rates into the Hospitality Junior Employees (other than office) classification rates within the Hospitality Industry (General) Award 2020. In response to this question, the Attorney-General's Department provides the following analysis.

As provided in the note on the [Employment size and working patterns of particular sectors of the hospitality and retail industries](#) submitted by the Attorney-General's Department on 28 January 2021, there were 619,400 hospitality sector employees in August 2020.¹

Further analysis shows that 3.2 per cent, or 20,000 of the 619,400 hospitality sector employees were employed as Clerical and Administrative Workers.² These are workers that provide support to managers, professionals and organisations by organising, storing, manipulating and retrieving information. Included in this occupation group are officer managers, personal assistants/secretaries, general clerical workers, receptionists, numerical clerks and office support workers.

Further disaggregation by age of the 20,000 hospitality sector employees employed as Clerical and Administrative Workers is not feasible due to data limitations.

However, examining Clerical and Administrative Workers across all industries/sectors (i.e. not limited to hospitality sector employees) shows that in August 2020, 1.1 per cent are aged 15 to 19 years old.

Source: ABS, Characteristics of Employment, August 2020, Tablebuilder

¹ Further details on 'hospitality sector workers' including sources and methodology can be found [here](#).

² ABS ANZSCO major group 5